

RESOLUTION 11-3-13
Resolution Implementing the Green County Employee Handbook
EFFECTIVE DATE JANUARY 1, 2014

WHEREAS, the Personnel and Labor Relations Committee has general supervision over employment policies of the County; and

WHEREAS, the Budget Repair Bill and Biennial Budget Bill (2011 Acts 10 and 32, respectively) greatly affected five of the six unions representing Green County employees; and

WHEREAS, with the exception of protective occupation participant status employees the County is prohibited from collectively bargaining with unions on any matters other than wages; and

WHEREAS, with the implementation of Act 10 the terms and conditions of employment previously addressed in the union contracts must now be set forth within an Employee Handbook; and

WHEREAS, the task of drafting an Employee Handbook that covers all applicable union employees in addition to non-union employees was assigned to the Corporation Counsel and a work group consisting of selected department heads; and

WHEREAS, during the drafting process the work group considered input from many sources, including, but not limited to: County Board Supervisors, outside legal counsel (Phillips Borowski, S.C. and Murphy Desmond, S.C.), handbooks used in both the private and public sector, and county employees and management staff; and

WHEREAS, the work group attempted to create a handbook to fit the needs of Green County government to reduce the cost of delivering government services and enhancing the efficiency of Green County government operations while maintaining employee morale;

WHEREAS, the Personnel and Labor Relations Committee has reviewed and recommends adopting the Employee Handbook; and

WHEREAS, after its adoption the Employee Handbook may be further revised by action of the Personnel and Labor Relations Committee or the County Board.

NOW THEREFORE, BE IT RESOLVED, by the Green County Board of Supervisors, in legal session assembled, that the Board approve the recommendation of the Personnel and Labor Relations Committee and adopt a new Employee Handbook for implementation on January 1, 2014.

SIGNED: PERSONNEL & LABOR RELATIONS COMMITTEE:

Arthur Carter, Chair

Harvey Mandel, Vice Chair

Mary Alice Hart

Ray Francois

Dennis Dalton

Herb Hanson

Pat Davis

FISCAL NOTE: The implementation of the new Employee Handbook should allow the county to save on operation costs based upon the ability of management to determine work schedules, assign work as needed, and limit premium overtime to amounts required by law (i.e., Fair Labor Standards Act). The 2014 budget was estimated using projected operation costs to the county for the 2013 budgetary year during which all six collective bargaining agreements are still in place. The actual fiscal impact of the implementation of the Employee Handbook will not be known until the actual operation costs for the 2014 budgetary year are available. MJD

LEGAL NOTE: Approved as to form. BDB

STATE OF WISCONSIN)
)SS
COUNTY OF GREEN)

I, Michael J. Doyle, County Clerk in and for said County, do hereby certify that the above and foregoing is a true and correct copy of Resolution 11-3-13, adopted by the County Board of Supervisors on November 12, 2013.

Dated at Monroe, Wisconsin, this 12th day of November, 2013.

Michael J. Doyle,
Green County Clerk